

MINUTES OF THE WORK SESSION OF THE BOARD OF SCHOOL TRUSTEES

MILAN COMMUNITY SCHOOL CORPORATION

JUNE 19, 2012

The Board of School Trustees met for a work session at 7:00 p.m. on Tuesday, June 19, 2012. Attending were Board members, Gregory Lewis, Edward Amberger, Timothy Tuttle, and Randy Kirk. Douglas Norman was absent. Also attending was Superintendent Dr. Thomas Reale. Board vice-president Gregory Lewis presided. The meeting opened with the Pledge of Allegiance.

Dr. Reale presented copies of the proposed classified employee salary schedule. This schedule includes the custodians, maintenance technicians, secretaries, nurses, computer technician, cafeteria employees, and central office staff. The schedule is based on five levels of years of employment. Dr. Reale stated he investigated salaries from neighboring school corporations in order to devise a schedule with competitive wages. He commented that all classified staff members would receive an increase, though not the same percentage rate. He noted, in the future, the various levels of salary would be increased accordingly when the Board awarded a general increase in wages. Mr. Tuttle stated he wanted to establish a stabilized wage scale that wouldn't need to be changed every couple of years. Dr. Reale stated the wage increase would cost approximately \$30,000. Board members asked if Dr. Reale had gotten any feedback from employees and it was noted most all feedback was positive and staff members were grateful. Board members expressed their concern to be able to sustain this schedule in the future, without having to borrow money from the bond bank. Dr. Reale stated the State was financially stable and there had been no speculation about reducing education funding, and the Corporation was stable also. Board members agreed to put the salary schedule on the July meeting agenda.

The Board discussed the extracurricular schedule. Coach Ryan Langferman stated he had sixty-five football players, and needed another assistant coach on his staff for safety purposes. He noted he presently has three assistants, one gets full stipend and the other two split a stipend, but the two cannot be at all the practices due to their jobs. He would like to have another assistant who would get full pay. He commented he did not want to cut anyone from the team, because he felt even sitting on the bench had character benefits. Board members questioned what other clubs or activities had volunteer sponsors.

Dr. Reale stated these were the drill team, the HS/MS SADD and the Spanish Club. It was noted the Spanish Club was not on the master contract extracurricular schedule, but if the Board awarded a stipend it would fall under Group X with a pay of \$352.00. The high school and middle school SADD groups have been combined so that stipend would be under Group IX with a pay of \$598.00. In the past, drill team fell under Group III with a stipend of \$2746, but that was when they participated in marching band competitions. The Board would have to decide what group to put it under if they reinstated the stipend. The Board held a lengthy discussion on the financial aspects of reinstating some stipends and adding others. They asked Dr. Reale to prepare a cost analysis on this subject and forward to them via email. This item will be on the agenda for the July meeting.

Mr. Tuttle motioned to adjourn the meeting. Seconded by Mr. Amberger. Motion carried 4-0.

Meeting adjourned 8:11 p.m.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES

MILAN COMMUNITY SCHOOL CORPORATION

JUNE 18, 2012

The Board of School Trustees met in regular session at 7:00 p.m. on Monday, June 18, 2012. Attending were Board members Douglas Norman, Gregory Lewis, Edward Amberger, Timothy Tuttle, and Randy Kirk. Also attending was Superintendent Dr. Thomas Reale. Board president Douglas Norman presided. The meeting opened with the Pledge of Allegiance.

Mr. Lewis motioned to approve the minutes of the regular and executive meetings on May 21, 2012, and the executive session on June 11, 2012. Seconded by Mr. Tuttle. Motion carried 5-0.

Comments from Patrons/Staff:

Gene Pitts addressed the Board as their appointed representative to the Osgood/Milan Library Board. He gave a brief summary of the various activities taking place at the Milan branch.

Old Business: None

New Business:

Mr. Kirk motioned to approve the book rental and lab fees for the 2012-13 school year as presented by the building treasurers. Seconded by Mr. Amberger. Motion carried 5-0.

Mr. Kirk motioned to approve the creation of an instructional technology trainer position for the 2012-13 school year. Dr. Reale explained the person filling this position would train teachers and prepare them for future technology advancements in our schools. Motion seconded by Mr. Tuttle. Motion carried 5-0.

Mr. Kirk motioned to approve the following lease agreements: (1) Michelle Novinger to use the track and the restrooms for a 5K Walk/Run on July 28th, with proceeds to benefit various athletic programs. There will be a charge for custodian cleanup of the restrooms. (2) Margie West, on behalf of the Youth Football, to use the football field and restrooms on August 19 and 26, and September 9, 16, 23, and 30. Mr. Prifogle has approved all dates EXCEPT September 16th, and denied use of the concession stand. He has also reserved the right to deny use of the field if he feels the weather conditions would be

detrimental to the field. The Youth Football will be charged for custodial clean up at \$11.00 per hour and use of the field at \$30 per occasion. Seconded by Mr. Tuttle. Motion carried 5-0.

Mr. Amberger motioned to approve Mr. Yates' request to take the World History classes to the Ohio Renaissance Festival in Harveysburg, Ohio on September 27, 2012. Seconded by Mr. Kirk. Motion carried 5-0.

Dr. Reale presented the first reading of the revision of Policy #6560 – Graduation Requirements. He noted the policy has not been updated since 1999 and parts of the policy are obsolete. The new policy is more generic and will not have to be revised due to changes in State policy. He asked the Board to review the revision, direct questions to either himself or Mr. Ketcham, and be prepared to vote on the policy in July.

Superintendent's Report:

Dr. Reale updated the Board on the teacher compensation pilot program. He noted last week a new model was presented that the representatives on the committee were very interested in pursuing.

Dr. Reale reported on the progress of the new wrestling room at the high school. He stated the Friends of Football were paying to renovate two rooms at the high school into a new wrestling room, so the weight room could be placed in the area off the gym that used to be for wrestlers. He stated this was a more practical solution than the original plan to use classrooms at the middle school, since Mr. Langferman will be teaching an advanced weight lifting class at the high school this year. The special education room presently in those high school rooms will be moved back to the middle school where it was until two years ago, and the present teacher workroom is.

Personnel:

Dr. Reale informed the Board he had accepted resignations from Marty Layden as a middle school football coach and Karen Schmitt as the middle school yearbook advisor.

Mr. Kirk motioned to approve an educational leave request for Carolyn Dube for the 2012-13 school year in order for her to further her education in technology. Seconded by Mr. Amberger. Motion carried 5-0.

Mr. Kirk motioned to approve Patrick Murphy as the middle school principal for the 2012-13 school year. He will be paid a salary of \$80,000 and the contract is effective July 1, 2012. Seconded by Mr. Amberger. Motion carried 5-0.

Mr. Murphy addressed the Board and introduced his family. He thanked the Board for giving him the opportunity to return to Milan and be part of Milan's educational system.

Mr. Lewis motioned to approve Alicia Holtkamp as the speech therapist for the 2012-13 school year at a salary of \$41,876. Seconded by Mr. Tuttle. Motion carried 5-0.

Mr. Lewis motioned to approve Carolyn Dube as a half time instructional technology trainer for the 2012-13 school year. She will work 90 days for a salary of \$20,000, as an independent contractor with no benefits. Seconded by Mr. Amberger. Motion carried 5-0.

Dr. Reale presented a proposal for the administrators to begin paying ten percent of their health insurance cost, effective July 1, 2012. Presently, administrators do not pay anything toward this cost. The first year the ten percent will be offset by a salary increase. Mr. Kirk motioned to table the proposal for further discussion. Seconded by Mr. Tuttle. Motion carried 3-2, with Mr. Lewis and Mr. Norman opposed.

Dr. Reale presented a proposal for a rollover of the administrative contracts of Mrs. Rogers, Mr. Prifogle, Mr. Ketcham and Mr. Sturgeon. He noted the contracts had been discussed with the Board at the executive session last month and the administrators were being awarded a 1.5% increase in pay. The administrators signed the contracts in good faith. Mr. Kirk motioned to table the contracts. Seconded by Mr. Tuttle. Mr. Norman questioned why they had concerns at this point and noted it would hurt morale to follow this path. Mr. Tuttle stated he wanted a spreadsheet on Mrs. Rogers' salary so he could visually see the facts in order to make a better decision. Mr. Lewis suggested the Board vote on all contracts except Mrs. Rogers' if there were concerns. Mr. Kirk reiterated his motion to table. Motion carried 3-2, with Mr. Lewis and Mr. Norman opposed.

Mr. Amberger motioned to appoint Carol Jackson as a co-sponsor of the high school student council. She will split the stipend with Mr. Yates. Seconded by Mr. Kirk. Motion carried 5-0.

Claims and Financial Report:

Mr. Kirk motioned to approve vendor checks #34862 through #34944, payroll checks #22637 through #22763, deposit advice # 37695 through #37908, and the financial report. Seconded by Mr. Tuttle. Motion carried 5-0.

President's Prerogative:

Dr. Reale commented patrons who read the newspaper account of the May meeting were misled. He noted the article stated he met with two special needs parents in the beginning of the school year and promised three aides for the bus. He stated he did not meet with these particular parents until February or March, therefore it was not possible to have made promises to people he hadn't even met. It was also stated in the newspaper that he had denied the 6th grade bowling field trip that was a reward for winning the middle school 'souper' bowl contest. Dr. Reale remarked he had approved the trip before the contest began and it was the 6th grade teachers who cancelled the trip. He only learned of the cancellation when a parent called to ask why. After he received the call, he contacted the middle school principal and told him to reinstate the trip. Dr. Reale concluded by stating the opposite of what was printed in the paper was the actual truth.

Board members congratulated Mr. Murphy on his appointment and thanked Mr. Pitts for his presentation.

Mr. Lewis thanked Mr. Norman for serving on the Board noting this was his last public meeting. Mr. Norman stated when he ran for the school board, the term was to be four years from July to June. This year the State extended the term until December. Mr. Norman commented he had a good run and it was an experience he won't forget.

Mr. Amberger motioned to adjourn the meeting. Seconded by Mr. Tuttle. Motion carried 5-0. Meeting adjourned at 7:35 p.m.